



# THE NATURE OF VOLUNTEERING

Vol 1. No. 22

EXPLORE THE WONDERS OF NATURE - VOLUNTEER

Winter 2004-05

At this special time of the year, when we pause to give thanks for the many blessings in our lives, the staff at Forsythe want to send our thanks and blessings to you - our wonderful volunteers who have donated your time, talents, humor and wisdom as often as you possibly could this past year.

We are so very grateful for you and the hours you so generously have volunteered. So much of what was accomplished this past year was made possible through the generous spirit of those who believe in the importance of our mission. It can't happen without folks who are willing to spend their time here, and we can't say thank you enough! We hope that the coming year brings you much joy and happiness.

The Staff - Steve, Deb, Art, Jorge, Cindy, Marty, Brian, Chris, Vinny, Tom, Terry, and Sandy

**Take Pride in America®** is the public lands branch of the USA Freedom Corps reinstituted at the U.S. Department of the Interior by Interior Secretary Gale A. Norton in the spring of 2003. The program is a national partnership that aims to seek, support and recognize volunteers who work to improve our public parks, forests, grasslands, reservoirs, wildlife refuges, cultural and historic sites, local playgrounds, and other recreation areas. With over 100 Charter Partners, Take Pride involves Federal, State and local governments, conservation, youth and recreation groups, and top national corporations and organizations.

Take Pride in America® calls on all Americans to lend a hand. Working together, we can protect and enhance the special legacy all Americans share - our public lands that cover more than one in every three acres across the Nation.

Register to become a friend of Take Pride in America® at [www.takepride.info](http://www.takepride.info), and you will get all of these great benefits, plus register now and receive a free gift:

- ☞ A personalized Record of Service to log your volunteer hours - making you eligible for many volunteer rewards.
- ☞ Volunteer newsletter keeping you in touch with volunteer efforts around the country.
- ☞ Special email alerts and invitations to volunteer on public lands near you.
- ☞ A special Friends discount on Take Pride merchandize.
- ☞ Special offers from members of the Take Pride in America® sponsors, such as Bass Pro Shops, who will award gift certificates to volunteers who reach designated service plateaus.

Go to [www.takepride.info](http://www.takepride.info) and register now. When you create a record of service you will be eligible for \$10 off your next online purchase at [lbean.com](http://lbean.com).

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*Wild Things*

**AMERICA'S  
NATIONAL  
WILDLIFE  
REFUGES**

*where wildlife  
comes naturally!*

...



## CHIEF'S CORNER

Refuge System Chief Bill Hartwig

2004 has been an extraordinary year for the Refuge System. We designated our 545th refuge - Glacial Ridge in northwest Minnesota, which eventually will cover 35,000 acres and advance the largest tallgrass prairie and wetland restoration project in U.S. history.

We have staffed five of the 14 Land Management Research and Demonstration Refuges, fulfilling one of the *Fulfilling the Promise* goals. A just-released progress report shows just how far we've come in *Fulfilling the Promise*.

We host more than 40 million people on our refuges each year - and they tell us in glowing words how much the experience means. We can be proud of the reauthorization of the 1998 National Wildlife Refuge System Volunteer and Community Partnership Enhancement Act, which gives our Friends new flexibility in putting federal and private money to work in partnership and will help expand our already impressive volunteer programs.

Today, 90 percent of the 44,000 volunteers who annually work for the Fish and Wildlife Service donate their time to the Refuge System. I'm happy to report that we have 14 new Friends groups this year, bringing the total to 245 groups.

We survived four devastating hurricanes last August and September that damaged some of our wildlife refuges, but never dented our spirit. Our dedicated emergency response teams assisted not only refuges, but also our neighbors.

We have been honored nationally, including, among others, for the Herbert Bateman Educational and Administrative Center at Chincoteague Refuge in Virginia, the publications at the Don Edwards San Francisco Bay Refuge, the extraordinary voyage of the *Hokule'a* through the Hawaiian Islands Refuge that touched more than 1,600 students, and for our *Wild Things* educational program. Our wildlife refuges have won more local honors than I can list.

We brought together 250 of our Friends, partners, employees and supporters at the hugely successful "Conservation in Action" Summit to identify a shared set of priorities that will guide our work for the next five to 15 years.

We do extraordinary work on the ground. The first condor chick to fledge in California in 22 years flew because Hooper Mountain Refuge Complex has been a central partner in condor restoration for decades. While the debate about oil drilling in the Arctic Refuge will take center stage, we must remind the public of our every day accomplishments in protecting and enhancing wildlife elsewhere in Alaska. For example, in 2003 and again this year, we live-captured rare Evermann's rock ptarmigans on

Attu Island to re-establish a colony on Agattu Island because that will increase the bird's chances for long-term survival. Our list of successes could go on for pages.

Whether for endangered species, migratory birds, coral reefs or other fish and wildlife species, the Refuge System is the most visible and successful face of the Fish and Wildlife Service. Refuges are the places where the mission of the Service comes alive. That is the message we will carry as we face tough budgets in 2005 and beyond.

Next year will be challenging. Already, we are working on a model annual funding agreement policy that will describe when and how we should enter into annual funding agreements with neighboring tribal governments. Our goal will be to provide better service to the public within current budget constraints while improving relations with our tribal neighbors. Although this policy comes after this week's signing of the National Bison Range AFA (to be sent to Congress for 90 day review), it is expected that renewal of this and other tribal AFAs will comply with our new policy once it is finalized.

Finally, as we look to 2005, we know the budget is tight. But we're lucky, too. We have great members of the refuge family. And we will seek to keep every one of them on the job. Some jobs will change as we're forced to tackle only the highest priority projects on an agenda already packed with high priority programs. Not more with less but accomplishment of only the most important tasks.

Remember one thing: For the first time we're being asked what outcomes - specific outcomes - we will accomplish with the base funds we are given. We've outlined precisely the projects we'll tackle. When budget time rolls around again next year, we'll be evaluated against the predictions we made at the beginning of this year. In other words, we will be trading in flexibility for certainty. Growth of our budget depends upon the relationship between predictions and accomplishments.

As we move into a new year, one thought keeps us pushing forward: What we do here determines the quality of life for all time. Our work may well guarantee that, in 100 years or more, species will thrive, lands will always be green, and a child will be able to smile in wonder at something as simple as a tadpole. What we do here will echo through time.

Next year, together, we will work for a world improved by our innovation and sustained by our passion.

*Best wishes, Bill*

## Forsythe NWR on the verge of a habitat management planning milestone

by Jorge Coppen, Wildlife Biologist

This past year, the Edwin B. Forsythe NWR received approval on its Final Comprehensive Conservation Plan (CCP). CCPs identify refuge management goals, objectives, and strategies. The next step is developing a Habitat Management Plan (HMP). We derive our statutory authority from the National Wildlife Refuge System Administration Act of 1966, as amended by the National Wildlife Refuge Improvement Act of 1997. The Refuge Improvement Act states: "With respect to the System, it is the policy of the United States that each refuge shall be managed to fulfill the mission of the System, as well as the specific purposes for which that refuge was established ..." and "In administering the System, the Secretary shall monitor the status and trends of fish, wildlife, and plants in each refuge." The Refuge Improvement Act provides the Service the authority to establish policies, regulations, and guidelines governing habitat management planning within the System.

An HMP "steps down" the direction provided in a CCP to provide refuge managers specific guidance for the implementation of habitat management strategies on refuge lands. We are required to address refuge purpose(s), the System mission, and any other legal mandate or responsibility when managing specific resources on the refuge.

Brigantine NWR was established on October 5, 1939, under the authority of the Migratory Bird Conservation Act to preserve estuarine habitats important to the Atlantic brant (*Branta bernicla hrota*) and to provide nesting habitats for American black ducks and rails (*Rallidae*). Barnegat NWR was established on July 1, 1967, under the authority of the Migratory Bird Conservation Act, with the basic objective of preserving estuarine feeding and resting habitat for ducks and brant.

We incorporate habitat goals, objectives, and management strategies from the CCP into the HMP. The HMP provides specific details for implementing strategies identified in the CCP. We must ensure that the HMP is consistent with other plans (e.g., threatened and endangered species recovery plans, Service ecosystem plans, State fish and wildlife conservation plans, North American Waterfowl Management Plan, Partners in Flight plans, flyway management plans, national/regional shorebird plans, and fisheries resource plans) relevant to the refuge.

Service policy dictates that we will manage all refuge habitats in accordance with approved CCPs and HMPs that, when implemented, will help achieve refuge purposes, fulfill the System mission, and meet other mandates. This policy requires that an Annual Habitat Work Plan (AHWP) be developed for each refuge in the System. The AHWP is an annual work plan that provides specific guidance in support

of HMPs. HMPs and AHWPs comply with all applicable laws, regulations, and policies governing the management of System lands. Most notably, we must comply with Service policy consistent with restoring the biological integrity, diversity, and environmental health of the refuge.

The lifespan of an HMP is 15 years and parallels that of refuge CCPs. HMPs are reviewed every 5 years utilizing peer review recommendations, as appropriate, in the HMP revision process or when initiating refuge CCPs.

AHWPs are reviewed each year, and restructured based on results and observations of previous years' work plans and goals and objectives

outlined in refuge CCPs and HMPs. As such AHWPs use "adaptive management" to improve the refuges habitat management planning process.

Resources of concern are the primary focus of the HMP. This calls for identifying priority refuge plant and animal species, species groups, and communities such as those identified in refuge purpose(s) and other plans mentioned above.

As part of the process, we assess and identify the refuge's potential contribution to the habitat needs of

the resources of concern. In doing so, we consider life cycle requirements and habitats afforded by other refuges, private lands, marine protected areas, and conservation areas within the surrounding ecosystem. We also must consider abiotic components such as topography, geology, hydrology, water quality, and soils that support, or could potentially support, resources of concern.

Using sound professional judgment, we then select the specific management strategies necessary to accomplish habitat objectives and we must provide clear rationale for the decisions we make.

In summary, Refuge Managers will:

- (1) Develop, implement, monitor, evaluate, and revise HMPs.
- (2) Ensure we attain appropriate public involvement.
- (3) Invite participation by, and consultation with, the appropriate State conservation agencies.
- (4) Submit HMPs to the refuge supervisor for first level approval.
- (5) Develop AHWPs, as appropriate.

Brigantine NWR was established on October 5, 1939, under the authority of the Migratory Bird Conservation Act to preserve estuarine habitats important to the Atlantic brant (*Branta bernicla hrota*) and to provide nesting habitats for American black ducks and rails (*Rallidae*). Barnegat NWR was established on July 1, 1967, under the authority of the Migratory Bird Conservation Act, with the basic objective of preserving estuarine feeding and resting habitat for ducks and brant.



## Looking for something to do this spring?

If you've visited the Wildlife Drive on the weekend in the spring or fall, you've probably stopped by the Friends Gift Shop to say hello to a fellow volunteer and buy a gift for a loved one or yourself. Did it seem like you always saw the same faces week after week? You're not seeing things! There are only a few volunteers who help Ed Bristow with the shop. Ed recently told me that many people probably think they have to commit for every weekend or the whole season, but he could use some new faces even if you're only available four hours a month. Wouldn't it be great to chat with all of the visitors who come by during the peak migration seasons? You'll also be able to be one of the first people to check out the new products as they're unwrapped and placed on the shelf. Some days the business is slow and not many visitors stop by. But with that great view out the back window, you're sure to be rewarded by the beauty of the refuge every minute you're there. So if you'd like to help out in the Friends Shop this spring, give Ed Bristow a call at 609-641-4671. He'd love to give you an opportunity to learn the business and spread the wealth of information our volunteers have to give the visitors.

—Cindy Heffley



You just don't know who you may meet while working in the Friends Shop

## Friends Store Training Session Announced

Saturday, February 19  
From 10 a.m. to 12 noon  
at Refuge HQ Auditorium

Call Ed at 641-6471 to sign up

## PRESIDENTIAL RECOGNITION FOR VOLUNTEERS



More than 80 Refuge System volunteers have been recognized for their service with a President's Call to Service Award, bestowed to those who contribute at least 4,000 hours over a lifetime. These awards were provided under the President's Council on Service and Civic Participation, USA Freedom Corps and Take Pride In America® programs. The awards support the president's challenge to all Americans to make time and help their neighbors, communities and nation through voluntary service.

During our National Wildlife Refuge Day celebration, we were honored to present two of our volunteers, Dr. Ed Bristow and Ed Jones, with the President's Call to Service Award. A congressional citation from Congressman Frank LoBiondo was also awarded to Ed and Ed and to Al Reichenbach.

There are more of you out there who are eligible and deserve this award but we can't nominate you unless you turn in your volunteer time sheets on a regular basis.



**VOLUNTEERS NEEDED**

### ENVIRONMENTAL EDUCATION

You can enhance our visitors' experiences through assistance with educational activities and programs -- provide assistance in training educators in the use of the Center, assist educators in outdoor educational activities, and assist in planning and providing additional programs for educators and students. Experience in environmental education is a plus, but not necessary. Opportunities for learning new activities and concepts are available. New training sessions will be held for volunteers interested in working with school groups and leading tours. Call Sandy at 609-748-1535.

## The Putneys



Meet Bonnie and Seth - Forsythe volunteers since 2001.

"It was Seth's idea to volunteer at the Refuge," says Bonnie, "but I was the one to sign up first." Bonnie grew up in Northfield, where she enjoyed crabbing and fishing with her Dad. "We don't do that anymore," she admits, "but I feel at home at the Refuge." She and Seth met when he transferred to work at the Tech Center from Boston. They have an older son, Mike, who lives in California, and Charlie (13) and Jim (11) who attend Galloway Schools.

This busy family has participated in Make a Difference Day, our annual fishing derby and National Wildlife Refuge Day celebrations. Seth and Bonnie have been members of the Refuge's Stay Focused Photo Club (Seth has received several awards for his outstanding photography). Bonnie has shared her talents with us by monitoring bluebirds, working in the office (both Brigantine and Barnegat Divisions), and helping with special events. You can usually find Bonnie once a week helping Cindy count entrance fees. "I actually enjoy that," says Bonnie, "when the counting is done, it's done ... it's completed!" She jokes, that doesn't happen often in her world. Thanks, Putney Family, from all of us at the Refuge.

## Congratulations to John Williamson

The Atlantic Audubon Society celebrated its 30th anniversary this past September with a luncheon at the Seaview-Marriott in Galloway.

Everyone applauded proudly when they heard that Atlantic County Executive, Dennis Levenson, had proclaimed September 19th as "John Williamson Day," honoring John's work in conservation and environment over the past 27 years, and even before that with the Atlantic County Citizens for the Environment. John had served as Conservation Chair for Atlantic Audubon since 1977. John also received a



certificate of appreciation from Atlantic Audubon and a Lenox eagle sculpture.

John has been the leading force behind the weekly water-fowl surveys taken along the Wildlife Drive and Lily Lake, and established the Refuge Week Series of Birding..



## VOLUNTEER OPPORTUNITIES - Bring a Friend

- |                      |       |   |       |                                  |       |
|----------------------|-------|---|-------|----------------------------------|-------|
| Native Plant Garden  | _____ | Environmental Education                         | _____ | Count Entrance Fees              | _____ |
| Visitor Center Talks | _____ | Trail Maintenance                               | _____ | Special Events                   | _____ |
| Photo Club           | _____ | Friends of Forsythe                             | _____ | Clean Up Litter                  | _____ |
| Puppeteers           | _____ | Help with census of plant or animal populations | _____ | Lead bus tours on Wildlife Drive | _____ |

If you're interested in volunteering for any of these projects, have other ideas, or would like to contribute goods or services to help with these projects, please let us know by completing this form and sending it to us:

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City, State, Zip: \_\_\_\_\_  
 Phone: ( \_\_\_\_\_ ) \_\_\_\_\_

Edwin B. Forsythe NWR  
 Box 72, Great Creek Road  
 Oceanville, NJ 08231  
 609-748-1535

The Friends of Forsythe NWR is a non-profit group established in 1998 to provide support and services to the Edwin B. Forsythe National Wildlife Refuge in Oceanville, New Jersey. Our goals are:



- Promoting a better understanding of the natural history and environment of Southern New Jersey, the Edwin B. Forsythe NWR and the National Wildlife Refuge System.
- Helping to preserve and enhance the wildlife habitat at this Refuge, and to assist the Refuge, the Refuge System and the U.S. Fish and Wildlife Service in a variety of educational and supportive efforts.

Please consider joining the Friends of Forsythe and help us accomplish these goals. Call 609-748-1535 or visit [www.friendsofforsythe.org](http://www.friendsofforsythe.org)



## WINNING ENTRIES ANNOUNCED



Stay Focused Photo Club, an affiliation of the Friends of Forsythe NWR announce the winners of their "National Wildlife Refuge Photographic Shoot-Out" competition. Images were judged in the following categories: Slides (35 mm), color prints, and black & white prints. Winners were announced at the photo club's monthly meeting in November. Congratulations to all the winners and a special thanks for a job well done to Competition Chair, John Oesterling.

Place	Title	Photographer
Slides:		
1st	Two Bucks in Combat	Rudy Arndt
2nd	Calling Male Yellowthroat	Rudy Arndt
3rd	Great Blue in Flight	John Matteoni
Honorable Mention (HM)		
	Setting Snow Geese	Rudy Arndt
	Great White Egret II	John Matteoni
	Great Egret	John Oesterling
B&W		
1st	Lonely Trees	Dennis Loughlin
2nd	Vanishing Path	Rita Rechsteiner
2nd <sup>Tie</sup>	Fences at Holgate	Ed Idzik
3rd	I Know the Answer	Mariann Davis
HM	A Peaceful Walkway	Ed Idzik
HM	Sweet Sensations	Ed Idzik
Color Prints		
1st	Monarchs & Goldenrod	John Oesterling
2nd	Coming Home	Rita Rechsteiner
3rd	A Watchful Eye	Ed Idzik
HM	Gone to Seed	John Matteoni
HM	A Splash in the Swamp	Rita Rechsteiner

Winning entries will be displayed in The U.S. Fish and Wildlife Service Regional Office's Gallery during March and April of this year.

The contest is open to everyone - details for the next contest will be announced in an upcoming newsletter.

## FRIENDS IN ACTION

**2005 Friends Conference Expected  
To Draw Record Crowd**

The aptly named national friends' conference will take place in Washington, D.C., February 4-6, 2005 and will build on the priorities identified during the *Conservation in Action Summit* held last May. The conference is being developed in cooperation with the National Wildlife Refuge Association and is expected to draw a record number of friends.

More than 300 leaders of the Refuge Friends movement, including the Friends of Forsythe, will attend to expand their knowledge and organizational know-how. Dr. Bristow from our Friends group will be attending along with Refuge Friends' liaison Sandy Perchetti.

The *Friends in Action Conference* will offer more than a dozen educational workshops, including fundraising and board development techniques. Sessions on community partnerships, the federal appropriations process and media relations will be offered as well.

Moreover, the conference is a singular opportunity to meet with Friends representatives from across the country. "Our goal is to provide Friends groups with essential skills and information to build a stronger National Wildlife Refuge System for the benefit of the public and wildlife resources," National Wildlife Refuge Association President Evan Hirsche noted.

For more information on the conference, visit <http://www.refugenet.org/new-events/announce.html>.



*When we take time to see the beauty of the world around us, we breathe new life into ourselves, our world and our communities.*



## ARE YOU A WINTER WILDLIFE WONDER?

from Care2.com.Network

## WINTER SAFETY TIPS

## Watch out for Frostbite.

1. Which is true of grizzly bears in winter months?
  - A. They eat more meat because foliage is dead or covered with snow.
  - B. Unlike other hibernators, grizzlies' body temps only decrease a few degrees.
  - C. Females give birth around January, while hibernating.
  - D. B and C.
2. How do wolves prepare for winter?
  - A. They don't really, though their diets change somewhat.
  - B. They stockpile food and hide it in cold spots to keep it fresh.
  - C. They send Care2 holiday e-cards to other pack members.
  - D. They build up fat for winter hibernation.
3. What temperature do bats prefer during winter?
  - A. The warmer the better; if possible, they would cuddle into your bed.
  - B. They prefer moderate temperatures (60's).
  - C. They like cold temps, which help them slow their metabolism and store fat.
  - D. Bats are easy-going and they don't really care about temperature.
4. Which is not a suspected method that birds use to find their winter migration habitat?
  - A. Navigating by the sun and stars, like sailors.
  - B. Smelling key vegetation.
  - C. Noting landmarks.
  - D. A and C.

Frostbite is the freezing of the skin and/or the bodily tissues under the skin. It's a serious, disabling condition that commonly affects hands, feet, ears, nose and face when exposed to cold. If the conditions are cold with a high wind-chill factor or if the temperature is bitterly cold, the brief exposure of uncovered body parts can actually result in frostbite in just minutes. Symptoms include whitening of the skin, swelling, itching, burning and deep pain as the frostbitten area is warmed.

So, how can you prevent frostbite? Wear several layers of light, loose clothing that will trap air, yet provide adequate ventilation. This is better than one bulky or heavy covering. The best fabrics for the cold are wool, polyester substitutes and water-repellent materials (not waterproof, which holds in perspiration). Don't forget to use hats, hoods, scarves, earmuffs and facemasks.

Use your head when heading outside. If you think you may have frostbite, even if it is a mild case, it is highly recommended that you consult a medical professional.

4. Which is not a suspected method that birds use to find their winter migration habitat?

- A. Navigating by the sun and stars, like sailors.
- B. Smelling key vegetation.
- C. Noting landmarks.
- D. A and C.

5. Which of the following methods help frogs and some turtles live through cold winters?

- A. Hibernating beneath the ice in lakes and streams.  
B. Jumping vine "ropes" to keep warm.  
C. Hibernating underground in mud and leaves.  
D. A and C.

6. Which is true of honeybees during winter?

- A. They hibernate after consuming stored honey in late fall.
- B. One hive may consume 30 pounds of stored honey over the winter.
- C. Almost all honeybees die, leaving only larvae and the queen bee to survive the winter.
- D. They vibrate their wings to keep each other warm in the hive.
- E. B and D.

Here's the answers to the Winter Wildlife quiz:



**Answers**

1. D - B and C.
2. A. They don't really, though their diets change somewhat.
3. C. They like cold temps, which help them slow their metabolism and store fat.
4. B. Smelling key vegetation.
5. D - A and C.
6. E - B and D.

**The Grading Scale**

6 correct	Bbbbbbrrrrrrlllllll! You're a winter wildlife wonder!	4-5 correct	Feline Fabulous! You are one cool cat when it comes to winter wildlife!	2-3 correct	Awesome you Animal! Your winter knowledge is pretty sharp!	0-1 correct	Awwwww.... Alright. Your winter wildlife knowledge isn't the best. Better crawl up next to your fireplace and read.
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## WINTER TIP #37



**NEVER CATCH SNOWFLAKES  
WITH YOUR TONGUE  
UNTIL ALL THE BIRDS  
HAVE GONE SOUTH  
FOR THE WINTER**



## WHO'S ON STAFF?

Project Leader  
STEVE ATZERT

Deputy Project Leader  
DEBORAH LONG

Acting Refuge Manager  
Barnegat Division  
VINNY TURNER

Chief of Visitor Services  
ART WEBSTER

Biologists  
JORGE COPPEN, VINNY TURNER

Refuge Law Enforcement Officers  
BRIAN WILLARD, CHRIS PANCILA

Administrative  
Officer  
MARTHA HAND

Visitor Services  
Manager  
CINDY HEFFLEY

Volunteer Coordinator  
SANDY PERCHETTI

Maintenance Professionals  
TOM HOLDSWORTH  
TERRY MITCHELL

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